

**Enlisted Supervisor Retention Pay
(ESRP) Restructuring Plan
Effective January 01, 2012**



ESRP Restructure

Why restructure ESRP?



- Restructure ESRP to
 - Expand the program through completion of 23 years of service (3 additional years of eligibility)
 - Increase total career compensation (potential for additional \$27,000 in bonuses)
 - Encourage service in senior leadership positions (EDMC, RDMC, CVN LCPO)



ESRP Restructure

When will ESRP change?



1 January 2012



ESRP Restructure

How will this affect bonuses?



Zone 1 is shortened \longrightarrow AOS \downarrow

In order to maximize contract payment \longrightarrow Most multiples \uparrow

Contract \$ = AOS \downarrow X Base Pay \longleftrightarrow X Multiple \uparrow

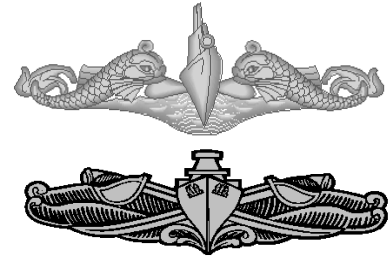
Therefore, \longleftrightarrow Contract \$ (small Δ)

Zone C/1 Multiple Comparison

RATING	ZONE C (old)	ZONE 1 (new)
ETSS	8.5	8.5
EMSS	6	5.5
MMSS	6	7
ELTSS	7	8

RATING	ZONE C (old)	ZONE 1 (new)
ETSW	5.5	5.5
EMSW	4.5	5
MMSW	5	5
ELTSW	5	5.5

Minimal impact to total Zone C/1 compensation



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What are rules for Zone 1?

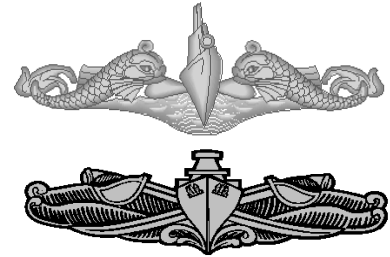


■ Zone 1 Requirements

- Completion of 10 years of service through completion of 14 years of service
- Possess supervisory NEC
- Additional Obligated Service through 16 years eligible for payment

RATING	NEC	ZONE 1
ETSS	3363	8.5
EMSS	3364	5.5
MMSS	3365	7
ELTSS	3366	8

RATING	NEC	ZONE 1
ETSW	3393	5.5
EMSW	3394	5
MMSW	3395	5
ELTSW	3396	5.5



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What are rules for Zone 2?

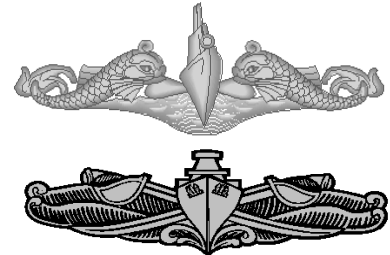


■ Zone 2 Requirements

- Completion of 14 years of service through completion of 18 years of service
- Must be E7 or above (including E6 selected for advancement to E7)

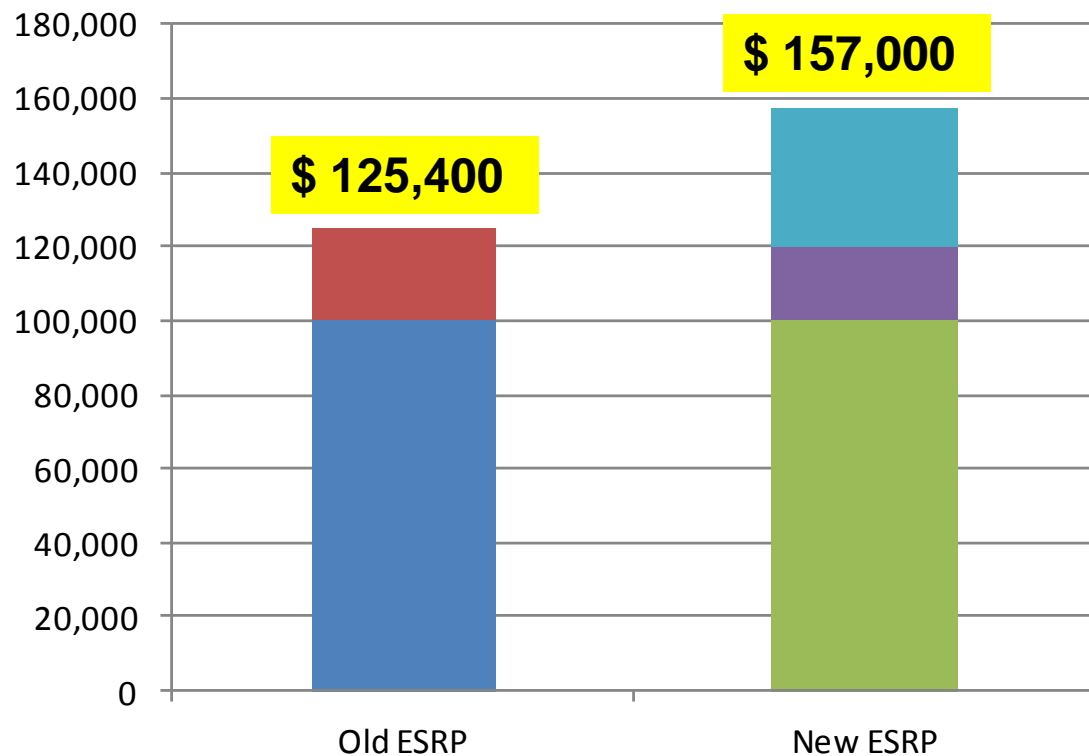
RATING	NEC	ZONE 2
ETSS	3363	2.5
EMSS	3364	2.5
MMSS	3365	2.5
ELTSS	3366	2.5

RATING	NEC	ZONE 2
ETSW	3393	2.5
EMSW	3394	2.5
MMSW	3395	2.5
ELTSW	3396	2.5



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How will this affect total pay?



Zone 3
Zone 2
Zone 1
Zone D
Zone C

Assumptions

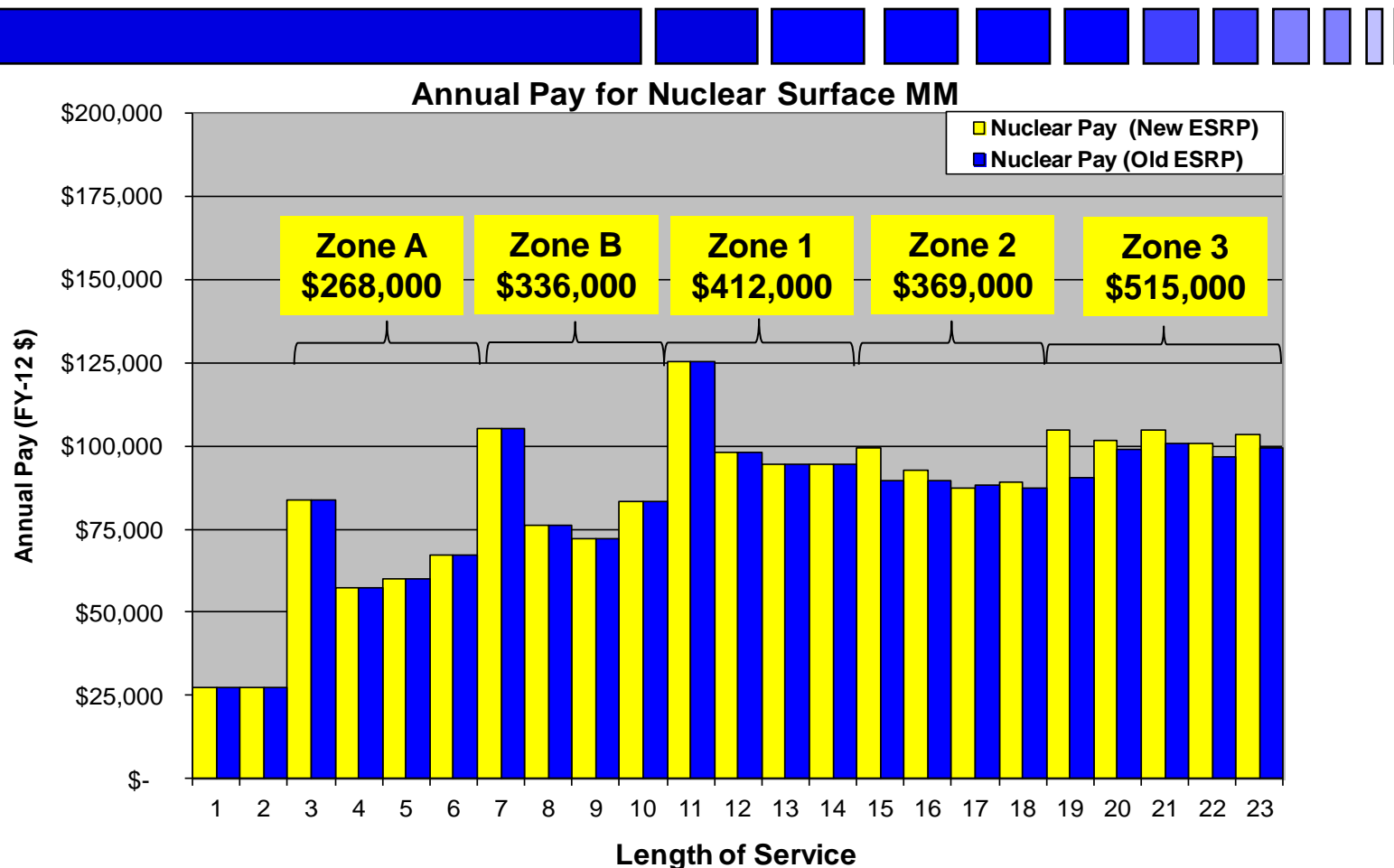
- Eligible for reenlistment immediately after entering zone
- Maximum AOS
- Maximum Zone D/3 multiples

Higher max total compensation with new ESRP!

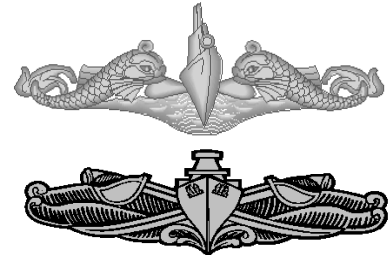


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How will this affect career pay?

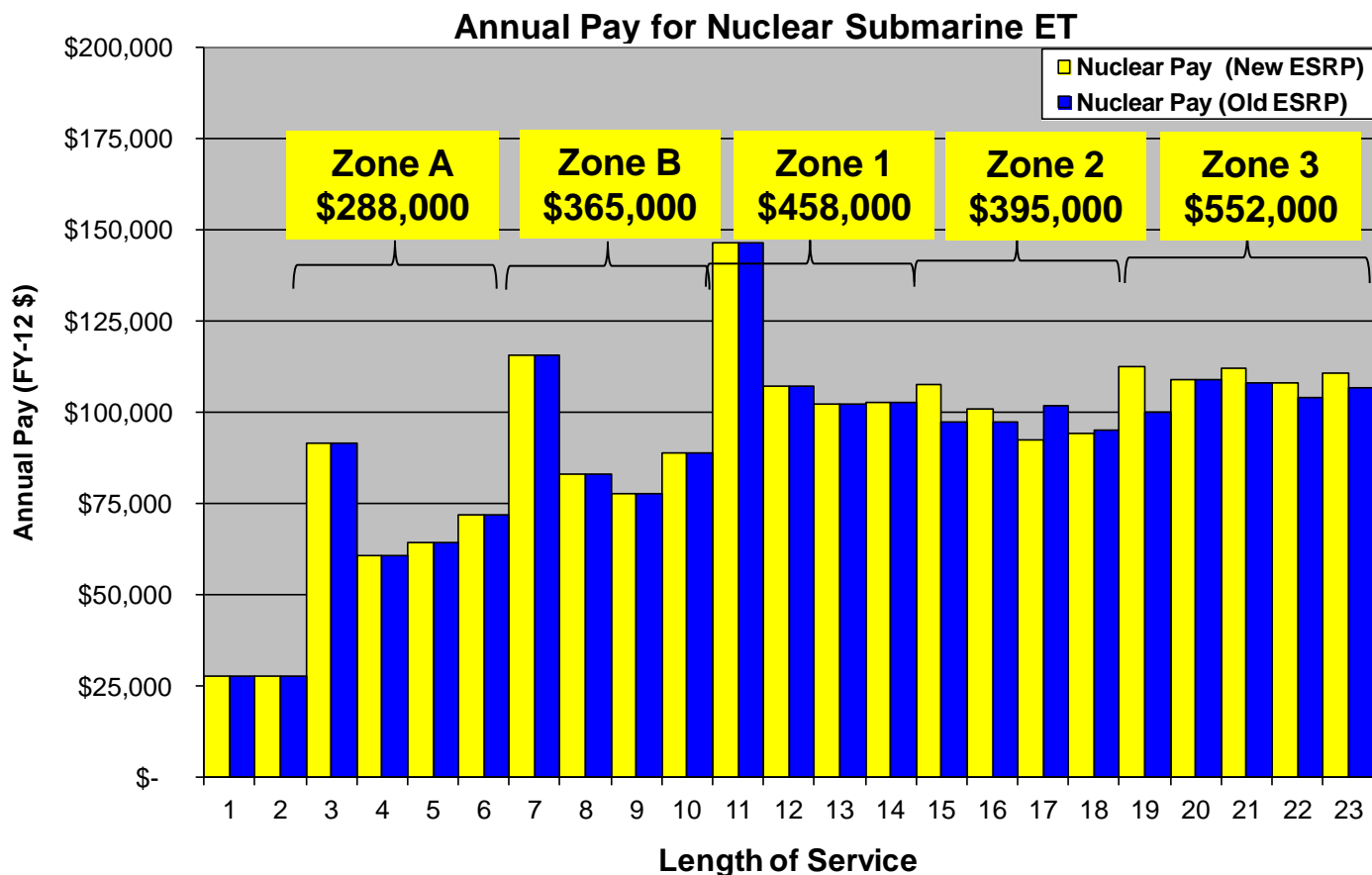


Surface nuclear MM expects to earn \$1.9 million over 23-year career
Additional \$25,000 with new ESRP



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How will this affect career pay?



Submarine nuclear ET expects to earn \$2.1 million over 23-year career
Additional \$27,000 with new ESRP



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Who will answer my questions?



■ Contact N133D for ESRP questions

<http://www.public.navy.mil/bupers-npc/enlisted/community/nuclear/Pages/ESRPSRBPrograms.aspx>

- ESRP Program Manager 703-604-5502
- Nuclear Enlisted Quality Control and ECM 703-604-5491
- Asst Nuclear Enlisted Program Manager 703-604-5492
- Facebook: [Nuclear Community Manager](#)